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ABSTRACT

A survey of companies employing graduates of Lorain County Community Colleges's (LCCC's) Engineering Technologies programs was conducted to determine: (1) skills or technical areas that needed strengthening; (2) additional skills or knowledge needed by LCCC graduates; (3) employer attitudes toward LCCC placement practices; (4) attitudes toward the associate degree; (5) expectations of LCCC graduates; (6) evaluation of graduates in the areas of dependability, work attitude, performance, communication with superiors, and abilities to get along with co-workers, assume additional responsibilities, learn new tasks, and accept and follow instructions. Of the 485 individuals who earned an associate degree in an Engineering Technologies program between 1964 and 1975, 223 provided information on their employers and supervisors. Survey instruments were then mailed to the 122 identified firms; 29 personnel officers and 65 immediate supervisors responded. Survey results indicated that while supervisors rated the overall job performance of LCCC graduates as adequate or more than adequate, a need for improvement was cited in the areas of drafting, electronics, mathematics, writing skills, and problem-solving. Personnel officers felt that LCCC should furnish transcripts for each graduate and exercise greater caution in matching graduates with job openings. The survey instrument and employer responses are included in the study report. (JP)

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ENGINEERING TECHNOLOGIES PROGRAM EVALUATION

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JC 800 011

Lorain County Community College
Elyria, Ohio

July, 1976

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INTRODUCTION

This study was undertaken in December, 1975, as part of an evaluation of the Engineering Technologies programs at Lorain County Community College; it was hoped that the results would help improve the programs and enable LCCC to better meet employers' needs.

The study was different from previous studies of LCCC graduates who have earned Associate Degrees in Engineering Technologies programs in that employers were identified and responses were then solicited from personnel officers of the companies and immediate supervisors of the graduates.

A postcard questionnaire, designed to simplify ease of response, was used to identify employers and supervisors.[1] Postcards were mailed to the 485 individuals who earned Associate Degrees in Engineering Technology programs from 1964 through 1975; replies were received from 223 or 46 percent. A total of 122 firms were identified and surveys were then mailed to the personnel officers[2] and to the immediate supervisors[3] of the graduates. Responses were received from 29 personnel officers and 65 supervisors.

The data is reported in two sections: (1) responses to the supervisors' questionnaires, including comments on weak skills or technical areas that should be strengthened, and comments on additional skills or areas of knowledge that LCCC graduates should have; and (2) responses to the personnel officers' questionnaires, including comments about LCCC job placement practices, opportunity and encouragement for additional education, suggestions for cooperative training programs, etc.

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[1] See Appendix A, Student Questionnaire

[2] See Appendix B, Personnel Officer's Questionnaire

[3] See Appendix C, Supervisor's Questionnaire

SUMMARY OF THE DATA

Responses from Supervisors

1. LCCC graduates are adequate or more than adequate in the following areas:
   - Ability to communicate with their supervisors
   - Ability to get along with fellow workers
   - Readiness for additional responsibilities
   - Ability to learn new tasks
   - Ability to accept and follow instructions
   - Dependability
   - Overall work attitude
   - Overall performance
2. Sixty-five percent of the supervisors stated that an Associate Degree was not required, but was preferred for the job they supervise.
3. When compared with an employee who does not have an Associate Degree, an LCCC graduate usually:
   - Has a better chance of being promoted
   - Is expected to assume greater responsibilities
   - Is expected to perform tasks of greater complexity
   - Earns a higher starting salary
4. Forty-five percent of the supervisors would, without reservation, employ another LCCC graduate in the same area as their current employees; fifty-five percent would do so with careful screening.
5. In general, comments concerning weak skills and technical areas that should be strengthened were as follows:
   - Improve drafting skills and expand curriculum
   - Expand and reorganize the electrical curriculum, including more theory and trouble-shooting techniques
   - Improve and expand courses in mathematics

- Improve English composition, including spelling, and technical report writing
- Offer more of the basics, including a systematic approach to the collecting and evaluating of data, and more practice in problem solving
- Improve and expand instruction in hydraulic systems

6. Comments concerning additional skills or areas of knowledge that LCCC graduate should have included:
   - Dependability, initiative, and attitude
   - More instruction in good mechanical design including piping, sheet metal, plastics, physics, and chemistry
   - Central wiring and A.C. and D.C. machines
   - Business economics and practicality must parallel technical education
   - Courses in voice and data transmission
   - Piping drawing: isometrics and "ANSI" codes
   - Computer logic
   - Expand instruction in statistics, theory of probability

Responses from Personnel Officers

1. Suggestions for improving LCCC's job placement services included:
   - For each applicant, transcripts and descriptions of courses required for his/her degree should be furnished
   - Teach graduates how to prepare comprehensive resumes
   - Exercise greater caution in matching the graduate with the job opening
   - Provide greater exposure to orient the student to the type of work in his/her particular field
2. Forty-six percent of the personnel officers would, without reservation, employ another LCCC graduate in the same area as their current employees; 54 percent would do so with careful screening.

3. When asked to rate the importance of continuing education and training for employees who are two-year graduates, 83 percent of the personnel officers rated on-the-job training by the employer as being of great importance, 17 percent said it was of some importance; 17 percent rated additional specialized courses at LCCC as being of great importance, 79 percent rated them to be of some importance; and 61 percent rated additional general education courses at LCCC as being of some importance, 39 percent said they were of little or no importance.
4. Most companies encourage employees to update their skills by providing in-service training programs and by payment of some educational expenses at area colleges.

CONCLUSIONS AND RECOMMENDATIONS

The fact that none of the supervisors or personnel officers indicated that they would not employ another LCCC graduate seems to indicate that most employers are reasonably well satisfied with the performance of graduates of LCCC's Engineering Technologies programs.

Many of the comments made by some supervisors and personnel officers indicate a lack of understanding of the nature, scope, and intent of the Engineering Technologies programs.

Recommendations

1. The Division of Engineering Technologies should conduct periodic formal evaluations of each of its programs to insure that the curriculum is current and viable. Advisory committees and employers of the Division's graduates should be involved in the evaluation process.
2. The results of this study, particularly the comments and suggestions, should be reviewed carefully by faculty members, advisory committees, and the Placement Office.

3. The Division of Engineering Technologies and the Placement Office should increase their efforts to educate employers about what courses students are exposed to in two years of study and about what graduates of each program are really trained to do.
4. Efforts should be made by both faculty and industry to get to know each other better through visits by faculty to industry and by industry to the community college. In addition, consideration should be given to trying to develop opportunities for faculty members to work in industry. Such opportunities would enable industry to become better acquainted with faculty members and their areas of expertise, would facilitate the updating of faculty members' skills and techniques, and would enable employers to increase productivity at reduced costs.

When all responses and comments are considered, it is fair to say that LCCC is doing a good job in turning out Engineering Technologies graduates who are considered assets by their employers. To maintain and improve the Engineering Technologies programs, however, faculty members of the Division must find ways and exert every effort to keep abreast of rapid changes in their areas of expertise, regularly revise their curricula to reflect these changes, and strive to improve their teaching techniques to meet the challenges of tomorrow, as well as those of today.

ANALYSIS OF THE DATA

Program Evaluation - Supervisor

1. Is a two-year associate degree required for the jobs held by the LCCC graduates you supervise?

	No.	Percent
Yes	13	20.6
Not required, but preferred	41	65.1
No	9	14.3
Total	63	100.0

2. Does an LCCC graduate have a better chance of being promoted than an employee who does not have a college degree?

	No.	Percent
Never	0	0.0
Unlikely	4	6.1
Sometimes	20	30.8
Usually	36	55.4
Always	5	7.7
Total	65	100.0

3. Is an LCCC graduate expected to assume greater responsibilities than an employee who does not have a college degree?

	No.	Percent
Never	2	3.1
Unlikely	5	7.7
Sometimes	19	29.2
Usually	35	53.8
Always	4	6.2
Total	65	100.0

4. Is an LCCC graduate expected to perform job tasks requiring a higher level of skills than an employee who does not have a college degree?

	No.	Percent
Never	2	3.1
Unlikely	3	4.7
Sometimes	18	28.1
Usually	30	46.9
Always	11	17.2
Total	64	100.0

5. Does an LCCC graduate earn a higher starting salary than an employee who does not have a college degree?

	No.	Percent
Never	2	3.1
Unlikely	7	10.9
Sometimes	19	29.7
Usually	30	46.9
Always	6	9.4
Total	64	100.0

6. Ability to communicate with superior

	No.	Percent
Inadequate	1	1.6
Adequate	36	59.0
More Than Adequate	24	39.4
Total	61	100.0

7. Ability to get along with fellow workers

	No.	Percent
Inadequate	0	0.0
Adequate	30	49.2
More Than Adequate	31	50.8
Total	61	100.0

8. Readiness for additional responsibilities

	No.	Percent
Inadequate	2	3.3
Adequate	30	50.0
More Than Adequate	28	46.7
Total	60	100.0

9. Ability to learn new tasks

	No.	Percent
Inadequate	1	1.6
Adequate	27	44.3
More Than Adequate	33	54.1
Total	61	100.0

10. Ability to accept and follow instructions

	No.	Percent
Inadequate	0	0.0
Adequate	25	41.7
More Than Adequate	35	58.3
Total	60	100.0

11. Dependability

	No.	Percent
Inadequate	1	1.7
Adequate	23	39.7
More Than Adequate	34	58.6
Total	58	100.0

12. Overall work attitude

	No.	Percent
Inadequate	2	3.3
Adequate	25	41.7
More Than Adequate	33	55.0
Total	60	100.0

13. Overall performance

	No.	Percent
Inadequate	0	0.0
Adequate	28	49.1
More Than Adequate	29	50.9
Total	57	100.0

14. Would you employ another LCCC graduate who has a degree in the same area as your current employee?

	No.	Percent
Yes, without reservation	29	44.6
Yes, with careful screening	36	55.4
No	0	0.0
Total	65	100.0

15. Are there any weak skills or technical areas that should be strengthened?

COMMENTS:

Bay-Con General, Inc. (Longwood, Fla.)

. Basics - mathematics, written communications (including graphic, such as drawings, sketches, etc.).

Chrysler, Wm. F. & Associates

. Architectural oriented curriculum.

Clark Control, Inc.

. Weak in basic motors and control, e.g., DC constant potential starters, AC reduced voltage starters.

Elyria Telephone Co.

. Logic and digital electronics experience in lab.

E.M. Service, Inc.

. It seems that they are not learning enough of the basics. A good handle on the theory is necessary for application in the field.

Ford Motor Co.

. Writing of job specifications and bid proposal packages.

Freeman Construction Co.

. Basic design of reinforced concrete structures.

Gardner Machine Co.

. Report writing, English composition could be improved.

General Industries Co.

. No problems, he can handle whatever we give him.

Gilford Instrument Co.

. More work on new technologies - integrated circuits - microprocessors.

Gould-Elastomer Products

. As with most technical trainees, the ability to write reports that can be understood by non-technical persons is weak.

Heil Process Equipment Co.

. Drafting ability -- especially printing, neatness, clarity, and ability to visualize. Spelling and math are very important.

Larson Consolidated, Inc.

. A basic course in a systematic approach to collecting, evaluating, problem solving, and report writing of information would be helpful for any technical application.

Lorain Products Co.

. Theory and troubleshooting techniques of digital logic circuits, and high power solid state devices.

. Graphics majors are weak in understanding electrical schematics. I also feel that hand lettering is overstressed in the graphics area.

. Knowledge of transformer design.

. Not enough subject material or classroom training in state of the art developments in electronics.

. English and math.

NASA

. Adequate for trade in which employed.

Nelson Stud-Welding Co.

. Writing/spelling.

Nordson Corporation

. A mechanical tech graduate seems to be better equipped than a graphics tech graduate. Graphics graduates seem to lack some useful training.

. Spelling and lettering.

Ohio Department of Transportation

. Printing and legible notes.

Ohio Edison Company

. Power engineering background.

. The one graduate we employ excels in most areas except his drafting ability.

Reliance Electric Co.

. Electrical grads need better background in basic theory.

. A short course in public speaking would be beneficial.

Steel City Pattern Co.

. Our work at this company deals with actual construction of items from working drawings. While we do work with a number of engineering departments that employ LCCC graduates, I am not able to single out any specific weakness. I have noticed that the designer-draftsman, in general, is not always aware of problems created in manufacturing an item that he has set to paper. More awareness of manufacturing processes and their limitations would benefit all technology programs.

TRW Company

. Having not been associated with an LCCC student immediately after graduation, I cannot honestly answer the question. Training, both formal and on the job, with another employer was had, adding both experience and maturity before I could observe.

U.S. Steel Corporation

. I have yet to see your electrical graduates that thoroughly know motors. I can't help but feel your instructor is inadequate or is using poor techniques.

. More studies in the areas of hydraulic systems and blueprint reading.

Warner, R.E. and Associates

. Drafting and lettering arrowheads, line weight.

. Weak in structural drafting skills and lettering on drawings.

Warner & Swasey Co.

. Trouble shooting techniques.

16. Please specify any additional skills or areas of knowledge that you feel LCCC engineering technologies graduates should have:

COMMENTS:

Clark Control, Inc.

. Should have some knowledge of obsolete control with static magnetic amplifier, rotating magnetic amplifiers, thyratron and ignition control.

Elyria Telephone Co.

. More courses with communication and voice transmission.

Elyria Foundry

. Practical understanding of business economics.

E. M. Service, Inc.

. Central wiring, A.C. polyphase, and D.C. machines.

Federal Aviation Administration

. Develop ability to master catalogues and parts manuals/numbers.

General Industries Co.

. Strength of materials and simple beam calculations.

. They also should have some knowledge of business administration.

Gilford Instrument Co.

. Computer logic.

Heil Process Equipment Co.

. Piping design, sheet metal and/or plastic design, chemistry and physics. A good mechanical knowledge.

It has long been my method of looking at the individual and not at his level of education. A person may have all sorts of education, but not one bit of practicality. We must develop both sides of a person, not just his education.

From firsthand experience of interviewing, I find that many community college grads have an entirely wrong concept of their initial value and worth to an organization in relation to their level of education and experience. In plain English, they are not four-year graduate engineers, but want that sort of a wage. The College must tell these people what the minimum and maximum starting rates are for two-year level grads.

I am a 1969 graduate of LCCC and a 1975 graduate of CSU. I was the first graduate from full-time evening classes in the Engineering curriculum from LCCC. I have 25 years in engineering, 10 years in

the supervisory capacity. It has taken considerable time and effort to reach my present status and so the above is spoken not in harshness, but in constructive criticism.

Larson Consolidated, Inc.

. Being in the metal business, we would like to see more courses offered in metallurgical and engineering lines, especially as related to ferrous metals.

Lorain Products Co.

. Over the years I've had a number of LCCC graduates work in my department. I find their capabilities vary considerably, but in my opinion more due to the individual than due to LCCC training. The LCCC educational program must be good, I've had many excellent people from LCCC work in my department.

. Soldering and desoldering techniques on printed circuit boards. All our products are and have been solid state. I feel there should be more emphasis on solid state theory, troubleshooting techniques, and on the new devices such as diacs, puts, sus's, etc.

. It is my feeling that items 6 - 13 (Supervisor Questionnaire) depend on the individual. It has been my experience that LCCC graduates tend to take on too many responsibilities alone. In my opinion they go into industry with the feeling that they will be "running the show," rather than the subordinate role they must play to those who have greater education or experience. Once these people realize that, they generally make good designers.

. Drafting penmanship and computer programming.

McKee, Arthur G. and Co.

. In the piping area, additional time in drawing isometrics and material take-off would be helpful.

. More knowledge in materials of construction and "ANSI" codes.

MTD Products, Inc.

. Statistics - theory of probability as applied to scientific evidence.

NASA

. Initiative and attitude.

These answers are given on the basis of the performance of one individual. Our new employees are hired through placement examinations, and those in the trades--electricians, mechanical and electronic technicians--are trained through our apprenticeship program, which covers a three-year period during which the employee receives classroom work and theory, and practical on-the-job shop training. I do not personally believe that an associate degree better prepares an individual than does our own program.

Nelson Stud-Welding Co.

. Could include solid state equipment work.

Nordson Corporation

. It would be helpful to have an expanded machine design section.

I have two grads and two students working for me. They are very exceptional. Their schooling has helped them get where they are. One grad is a design draftsman and the other a checker. I have supervised LCCC grads that I have been very disappointed in. One could not read a blueprint. Most grads seem to lack maturity. This improves with age. There is a lack of understanding of tolerance stack-ups with all students.

. Practical experience--but there's only one way to acquire that--on the job.

Ohio Bell Telephone Co.

. The answer to this questionnaire is based on a very few LCCC grads. So far they have been good. Our specialized engineering talents must be learned on the job. Outside of general electricity and some theory, you can only produce a generally trained person who can adapt to our ways. We must train, but we like to start with something good.

Ohio Department of Transportation

. Basic English and report writing.

Ohio Edison Company

. Dependability--there seems to be a much higher employee turnover rate among LCCC graduates than other technical school grads or other college grads.

U.S. Steel Corporation

. We have nine LCCC graduates doing electrical and mechanical drafting, and estimating. We are very pleased with their overall performance.

Warner, R.E. and Associates

. Good trig background, drafting ability.

. Additional math.

Warner & Swasey Co.

. Closed loop servo systems.

ANALYSIS OF THE DATA

Program Evaluation - Personnel Officer

1. Based on your experience in hiring LCCC graduates, what suggestions do you have for improving our job placement services?

COMMENTS:

Andreano, Carl S. & Associates

. Employers should be furnished a list of students available for employment.

Bendix Corporation

. The administrative staff needs to follow mutual arrangements better in recruiting specific types of graduates. We have had to turn down candidates because they lacked basic requirements.

Borg-Warner Corporation

. Furnish transcript of grades along with detailed explanation of courses required to obtain specific associate degrees.

General Industries Co.

. Attempt to place them on jobs in industry within the county.

General Nucleonics

. Teach employees to prepare comprehensive resumes in seeking jobs.

Lorain Products Co.

. We have had good cooperation from the Job Placement Service.

Parker-Hannifin Corporation

. Presently doing a fine job.

Republic Steel Co.

. I have not spent enough time to comment pro or con. I believe your Placement Director is enthusiastic and has the best interest of everyone at heart.

Warner, R. E. and Associates

. Possibly more programs to orient students as to type of work they will be involved in.

2. Would you employ another LCCC graduate who has a degree in the same area as your current employee?

	No.	Percent
Yes, without reservation	13	46.4
Yes, with careful screening	15	53.6
No	0	0.0
Total	28	100.0

3. Importance of continuing education and training for employees who are two-year graduates: on-the-job training by employer.

	No.	Percent
Of great importance	24	82.8
Of some importance	5	17.2
Of little or no importance	0	0.0
Total	29	100.0

4. Importance of continuing education and training for employees who are two-year graduates: additional specialized courses at LCCC.

	No.	Percent
Of great importance	5	17.2
Of some importance	23	79.3
Of little or no importance	1	3.5
Total	29	100.0

5. Importance of continuing education and training for employees who are two-year graduates: additional general education courses at LCCC.

	No.	Percent
Of great importance	0	0.0
Of some importance	17	60.7
Of little or no importance	11	39.3
Total	28	100.0

6. Importance of continuing education and training for employees who are two-year graduates:

COMMENTS:

Bendix Corporation

- We encourage all employees to continue their education. In fact the company reimburses employees for successfully completing courses.

General Motors Proving Ground

- Classwork toward a degree (4-year).

Larson Consolidated, Inc.

- The ideal situation probably would be to operate on-the-job training and coursework at LCCC interchangeably.

Nordson Corporation

. Graduates should know how to read, spell, and construct simple sentences - in general they perform poorly.

Parker-Hannifin Corporation

. Continue for a four-year bachelor's degree.

Republic Steel Co.

. Because of the distance involved, LCCC would probably not be of benefit to our employees.

Warner, R.E. and Associates

. Special seminars on state-of-the-art type material.

7. What programs are made available by your company to encourage employees to update their skills?

	No.	Percent
In-service training programs for specific areas of employee development	25	83.3
Payment of some tuition and/ or other educational expenses at area colleges	25	83.3
Released time, under certain conditions, to allow employees to take courses at area colleges	10	33.3
Other (please specify):	2	6.6

Larson Consolidated, Inc.

. Encourage attendance at industry-related seminars.

Warner, R.E. and Associates

. Payment for attending special seminars.

8. Are there any additional engineering technologies programs that you feel should be offered at LCCC?

	No.	Percent
Yes	3	12.0
No	22	88.0
Total	25	100.0

If yes, please specify:

Bendix Corporation

. Hydraulics or fluid mechanics.

Chrysler, Wm. F. & Associates

. Electric circuitry and switch gear layout and blueprint reading for construction.

Larson Consolidated, Inc.

. Metallurgical technology.

9. Preference for how LCCC's Co-op Program should be organized:

	No.	Percent
Three-year program, consisting of 9 months of full-time study, 15 months of full-time employment, and 9 months of full-time study. (LCCC's current set up.)	6	20.0
Three-year program during which the student simultaneously works half-time and attends school half-time.	8	26.7
Two and one-half year program consisting of 6 months of study, 3 months of employment, 6 months of study, 3 months of employment, and 6 months of study.	12	40.0
No preference	2	6.7
Not interested	4	13.3
Other (please specify):	2	6.7

NASA

. Equal work and study periods, i.e., 3 months each, once the student begins the employment cycle.

Steel City Pattern Co.

. After graduating from LCCC, I attended Cleveland State, majoring in their mechanical engineering co-op program. We were the first class to try the new co-op program that they had put together, and after several hard years of trying different plans, I believe that the most beneficial way to the student is to work and attend classes at the same time. I still attend the classes, which are only offered late afternoons and evenings, whenever possible.

OTHER COMMENTS:

Warner, R.E. and Associates

- I suggest that you make your graduates aware that with two years of training they are somewhat limited. Additional training and/or education is most important. The importance probably won't be apparent to the individual until several years after graduation when he wants a promotion that is out of reach.

  Observation: Your civil grads seem to be oriented toward surveying work exclusively. Civil engineering is a much broader discipline than that.

Dear Engineering Technologies Graduate:

Would you please take a moment to assist us in updating our files by answering the questions on the attached postage-paid card? The information will be used to conduct a general survey of employers for the purpose of evaluating and improving our Engineering Technologies Programs. We wish to assure you that information received will be treated confidentially.

Your prompt reply will be appreciated.

Sincerely,

F. T. Isbell
Associate Professor
Engineering Technologies

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1005 North Abbe Road, Elyria, Ohio 44035

If any of the information on your address label above is inaccurate, please make the necessary corrections.

Name of the company you work for: _____

What does the company do? _____

Company address: _____

City _____ State _____ Zip _____

The name of the department you work in is: _____

Your immediate supervisor's name and title are: _____

Appendix B. Personnel Officer Questionnaire

LORAIN COUNTY COMMUNITY COLLEGE

ENGINEERING TECHNOLOGIES PROGRAM EVALUATION

1. Based on your experience in hiring LCCC graduates, what suggestions do you have for improving our job placement services?_____

2. Would you employ another LCCC graduate who has a degree in the same area as your current employee?

(1)____Yes, without reservation (2)____Yes, with careful screening (3)____No, Why?

*Please rate **the importance** of **continuing education** and training for **employees who are two-year graduates**.*

	(1) Of Great Importance	(2) Of Some Importance	(3) Of Little or No Importance
3. On-the-job training, planned by employer	☐	☐	☐
4. Additional specialized courses at LCCC	☐	☐	☐
5. Additional general education courses at LCCC	☐	☐	☐

6. Other (please specify):_____

7. What programs are made available by your company to encourage employees to update their skills? (Check all those that apply.)

____(1) In-service training programs for specific areas of employee development
____(2) Payment of some tuition and/or other educational expenses at area colleges
____(3) Released time, under certain conditions, to allow employees to take courses at area colleges
____(4) Other (please specify):_____

Lorain County Community College offers the following engineering technologies programs: avionics, chemical, civil, electrical, engineering mechanics, graphics design, industrial, and mechanical.

8. Are there engineering technologies programs other than those indicated that you feel should be offered at Lorain County Community College? (1)____Yes (2)____No
If yes, please specify:_____

A limited number of engineering technologies students currently participate in a three-year cooperative program, alternating periods of study with periods of employment. The advantages of the program are that the student has an opportunity to earn sufficient money to continue his education and that he is given a period of supervised work experience which directly relates his academic training to applications in industry.

9. Co-op programs may be set up in a number of different ways, some of which are listed below. Please indicate your preference for how LCCC's Co-op Program should be organized:

☐ Three-year program, consisting of 9 months of full-time study, 15 months of full-time employment, and 9 months of full-time study. (LCCC's Co-op Program is currently set up this way.)

☐ Three-year program during which the student simultaneously works half-time and attends school half-time.

☐ Two and one-half year program consisting of 6 months of study, 3 months of employment, 6 months of study, 3 months of employment, and 6 months of study.

☐ Other (please specify):_____

Please feel free to use the back of this sheet for additional comments you may wish to make. Thank you for completing this questionnaire.

Name:_____ Title:_____
Company/Organization:_____
Address:_____ City/State/Zip Code:_____

Appendix C. Supervisor Questionnaire

LORAIN COUNTY COMMUNITY COLLEGE

ENGINEERING TECHNOLOGIES PROGRAM EVALUATION

1. Is a two-year associate degree required for the jobs held by the LCCC graduates you supervise?

   _____(1) Yes _____(2) Not required, but preferred _____(3) No

   Comments: _____

	(1) Never	(2) Unlikely	(3) Sometimes	(4) Usually	(5) Always
2. Does an LCCC graduate have a better chance of being promoted than an employee who does not have a college degree?	☐	☐	☐	☐	☐
3. Is an LCCC graduate expected to assume greater responsibilities than an employee who does not have a college degree?	☐	☐	☐	☐	☐
4. Is an LCCC graduate expected to perform job tasks requiring a higher level of skills than an employee who does not have a college degree?	☐	☐	☐	☐	☐
5. Does an an LCCC graduate earn a higher starting salary than an employee who does not have a college degree?	☐	☐	☐	☐	☐

Based on your own experience of supervising LCCC graduates, please indicate how adequate you feel their preparation is in each of the areas listed below.

	(1) Inadequate	(2) Adequate	(3) More Than Adequate	(4) Not Observed
6. Ability to communicate with superior	☐	☐	☐	☐
7. Ability to get along with fellow workers	☐	☐	☐	☐
8. Readiness for additional responsibilities	☐	☐	☐	☐
9. Ability to learn new tasks	☐	☐	☐	☐
10. Ability to accept and follow instructions	☐	☐	☐	☐
11. Dependability	☐	☐	☐	☐
12. Overall work attitude	☐	☐	☐	☐
13. Overall performance	☐	☐	☐	☐

14. Would you employ another LCCC graduate who has a degree in the same area as your current employee?

   (1)____Yes, without reservation (2)____Yes, with careful screening (please explain): _____

   (3)____No, Why? _____

15. Are there any weak skills or technical areas that should be strengthened? _____

16. Please specify any additional skills or areas of knowledge that you feel LCCC engineering technologies graduates should nave: _____

Please feel free to use the back of this sheet for additional comments you may wish to make. Thank you for completing this questionnaire.

Name: _____ Title: _____

Company/Organization: _____

Address: _____ City/State/Zip Code: _____